

## ABSTRACT

RESEARCH SUBJECT: Impact of a Healthy Work Environment on Nurse Satisfaction and Retention in a Non-Magnet Facility

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Nurse satisfaction and retention are critical issues for healthcare facilities. Nurse Managers are held accountable for nurse satisfaction and retention on a daily basis. The establishment of a healthy work environment has been identified as a key to both nurse satisfaction and retention. The majority of the research regarding healthy work environments has been performed in of Magnet facilities, which are recognized for their healthy work environments. The purpose of this research is to identify the perceptions of the work environment in non-Magnet facilities and to evaluate the nurse empowerment levels and retention in those facilities. This is a modified replication of Spence-Laschinger's (2009) study. The study population will be nurses from the Critical Care units of three hospitals in Northern Indiana. Nurses will complete the *Essentials of Magnetism II* tool to determine HWE; the *Conditions for Work Effectiveness Questionnaire II* to determine the level of empowerment; and critical care nurse retention statistics will be obtained from the Human Resource departments of the participating facilities. The findings of this study will identify the gaps in work environment and nurse empowerment in non-magnet facilities. The results of this study will be applied to improve the work environment and nurse empowerment in the critical care units of these non-Magnet facilities.